



Building a high-performance and sustainable organization

Vision	<ol style="list-style-type: none"> 1. Organizational vision 2. Vision for the role of the Board 3. Alignment/voice of all in both of the above
Strategy	<ol style="list-style-type: none"> 1. Strategic plan in place, aligned, with the broadest voices heard 2. Reviewed/refreshed annually 3. Agile enough to modify if needed 4. Resources available or realistic and achievable plan 5. Operationalized with realistic resources assigned and in place 6. With a scorecard for reviews as needed
Structure	<ol style="list-style-type: none"> 1. Optimal size 2. Clearly defined leadership roles and committees with accountabilities 3. Board President/CEO role delineation jointly understood and agreed upon 4. Best practice by-laws and policies
Culture	<ol style="list-style-type: none"> 1. Informal Board cohesion 2. Board norms that are kept alive through regular review and use 3. Inclusive meetings 4. Maximizing being a high performing team 5. Board culture = Organizational culture
Process	<ol style="list-style-type: none"> 1. Regular meeting cadence 2. Efficient meeting protocol 3. Regular communications 4. Board effectiveness surveys 5. New member onboarding program and/or mentor 6. ED performance evaluations – formal and informal 7. Succession planning
People	<ol style="list-style-type: none"> 1. Board skills matrix tied to Vision and Strategy 2. Proactively cultivate potential new members 3. Board is representative of future constituency